


EXHIBIT F

All Agency Policy Directive			
 Metropolitan Transportation Authority			
RESPECTFUL WORKPLACE			
Policy Number	Responsible Department	Effective Date	Page
11-073	Department of Diversity & Civil Rights	June 18, 2020	Page 2 of 4

violence, stalking and/or sex offenses, and any other legally protected category. See All Agency Policy Directives on Sexual and Other Discriminatory Harassment, Transgender and Gender Non-Conforming Employees, All-Agency Title VI Policy, and each Agency's policies on Equal Employment Opportunity and the Americans with Disabilities Act.

IV. SPECIFIC DIRECTIVES

A. Determining What is Disrespectful Conduct

Disrespectful conduct can include derogatory comments or jokes based on any class of people, including race, sex, color, religion, sexual orientation, disability, national origin, ethnicity or any other category prohibited by MTA policy; use of degrading words or graphics to describe or refer to an individual or group; spreading false gossip or rumors about an individual or group, and cursing and name calling. Disrespectful conduct can, but does not always, include racist or sexist language, slurs, or images, or statements that incite discrimination or make threats of violence. Posting material online, including on social media platforms, even when made outside of work, can be hurtful to other people, including coworkers or customers, and may constitute violations of this Policy where they negatively affect the workplace or the MTA's ability to serve the public.

Disrespectful behavior does not include: (i) disagreements, misunderstandings, miscommunications or conflict situations where the behavior remains professional and respectful; (ii) discussing the terms and conditions of employment with co-workers or supervisors; or (iii) the normal exercise of supervisory or managerial responsibilities, such as performance reviews, work direction, performance management and disciplinary action, provided they are conducted in a respectful, professional manner.